

UPPER LAKE UNIFIED SCHOOL DISTRICT

Classified Management - Unrepresented
2025-2026 Salary Schedule

Director of Food Services

STEP	ANNUAL
1	\$ 60,831
2	\$ 63,264
3	\$ 65,795
4	\$ 68,427
5	\$ 71,164
6	\$ 74,010
7	\$ 76,971
8	\$ 80,050
9	\$ 83,252
10	\$ 86,582
11	\$ 90,045
12	\$ 93,647

245 Days

\$200,000 Life Insurance

Medical, Dental, & Vision

Health and Welfare Cap - \$17,000.00

Field Experience Longevity of 3% at 15, 18, 21, 24, 27, 30 Years

Degrees: 0.75% - Associates Degree (2 max), 1.5% - Bachelors Degree (2 max), 2.5% - Advanced Degree (2 max): Max 5% Total

Vacation for 12 month full-time employees: 15 days for 1-5 years of credited service in this district, 18 days for 6-10 years, 21 days for 11-15 years and 24 days for 16+ years.

Board Approved: June 16, 2025

UPPER LAKE UNIFIED SCHOOL DISTRICT

Classified Management - Unrepresented
2025-2026 Salary Schedule

Director of Technology

STEP	ANNUAL
1	\$ 87,765
2	\$ 91,276
3	\$ 94,927
4	\$ 98,724
5	\$ 102,673
6	\$ 106,780
7	\$ 111,051
8	\$ 115,493
9	\$ 120,112
10	\$ 124,917
11	\$ 129,914
12	\$ 135,110

245 Days

\$200,000 Life Insurance

Medical, Dental, & Vision

Health and Welfare Cap - \$17,000.00

Field Experience Longevity of 3% at 15, 18, 21, 24, 27, 30 Years

Degrees: 0.75% - Associates Degree (2 max), 1.5% - Bachelors Degree
(2 max), 2.5% - Advanced Degree (2 max): Max 5% Total

Vacation for 12 month full-time employees: 15 days for 1-5 years of credited service in this district, 18 days for 6-10 years, 21 days for 11-15 years and 24 days for 16+ years.

Board Approved: June 16, 2025

UPPER LAKE UNIFIED SCHOOL DISTRICT

Classified Unrepresented
2025-2026 Salary Schedule

Director of Maintenance, Operations, and Transportation

STEP	ANNUAL
1	\$ 75,000
2	\$ 78,000
3	\$ 81,120
4	\$ 84,365
5	\$ 87,739
6	\$ 91,249
7	\$ 94,899
8	\$ 98,695
9	\$ 102,643
10	\$ 106,748
11	\$ 111,018
12	\$ 115,459

245 Days

\$200,000 Life Insurance

Medical, Dental, & Vision

Health and Welfare Cap - \$17,000.00

Field Experience Longevity of 2% at 15, 18, 21, 24, 27, 30 Years

Degrees: 0.75% - Associates Degree (2 max), 1.5% - Bachelors Degree (2 max), 2.5% - Advanced Degree (2 max): Max 5% Total

Vacation for 12 month full-time employees: 15 days for 1-5 years of credited service in this district, 18 days for 6-10 years, 21 days for 11-15 years and 24 days for 16+ years.

Board Approved: April 14, 2026

UPPER LAKE UNIFIED SCHOOL DISTRICT

Classified Management - Unrepresented
2025-2026 Salary Schedule

Coordinator of Behavior Supports, BCBA

STEP	ANNUAL
1	\$ 93,111
2	\$ 95,904
3	\$ 98,781
4	\$ 101,744
5	\$ 104,797
6	\$ 107,941
7	\$ 111,179
8	\$ 114,514
9	\$ 117,950
10	\$ 121,488
11	\$ 125,133
12	\$ 128,887

ACSA Membership

195 Days

\$200,000 Life Insurance

Medical, Dental, & Vision

Health and Welfare Cap - \$17,000.00

Field Experience Longevity of 3% at 15, 18, 21, 24, 27, 30 Years

Degrees: 0.75% - Associates Degree (2 max), 1.5% - Bachelors Degree (2 max), 2.5% - Advanced Degree (2 max): Max 5% Total

Vacation for 12 month full-time employees: 15 days for 1-5 years of credited service in this district, 18 days for 6-10 years, 21 days for 11-15 years and 24 days for 16+ years.

Board Approved: June 16, 2025

UPPER LAKE UNIFIED SCHOOL DISTRICT

Classified Confidential - Unrepresented
2026-2027 Salary Schedule

Director of Fiscal Services

STEP	ANNUAL
1	\$ 75,000
2	\$ 78,000
3	\$ 81,120
4	\$ 84,365
5	\$ 87,739
6	\$ 91,249
7	\$ 94,899
8	\$ 98,695
9	\$ 102,643
10	\$ 106,748
11	\$ 111,018
12	\$ 115,459

245 Days

\$100,000 Life Insurance

Medical, Dental, & Vision

Health and Welfare Cap - \$17,000.00

Field Experience Longevity of 3% at 15, 18, 21, 24, 27, 30 Years

Degrees: 0.75% - Associates Degree (2 max), 1.5% - Bachelors
Degree (2 max), 2.5% - Advanced Degree (2 max): Max 5% Total

Vacation for 12 month full-time employees: 15 days for 1-5 years of credited service in this district, 18 days for 6-10 years, 21 days for 11-15 years and 24 days for 16+ years.

Board Approved: Pending

UPPER LAKE UNIFIED SCHOOL DISTRICT

Classified Unrepresented
2025-2026 Salary Schedule

Executive Assistant - Superintendent

STEP	ANNUAL
1	\$ 68,901
2	\$ 71,657
3	\$ 74,524
4	\$ 77,505
5	\$ 80,605
6	\$ 83,829
7	\$ 87,182
8	\$ 90,670
9	\$ 94,296
10	\$ 98,068
11	\$ 101,991
12	\$ 106,071

245 Days

\$200,000 Life Insurance

Medical, Dental, & Vision

Health and Welfare Cap - \$17,000.00

Field Experience Longevity of 3% at 15, 18, 21, 24, 27, 30 Years

Degrees: 0.75% - Associates Degree (2 max), 1.5% - Bachelors Degree (2 max), 2.5% - Advanced Degree (2 max): Max 5% Total

Vacation for 12 month full-time employees: 15 days for 1-5 years of credited service in this district, 18 days for 6-10 years, 21 days for 11-15 years and 24 days for 16+ years.

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UPPER LAKE UNIFIED SCHOOL DISTRICT

Classified Unrepresented
2026-2027 Salary Schedule

Executive Assistant - Superintendent
Assistant Chief of Human Resources

STEP	ANNUAL
1	\$ 85,500.00
2	\$ 88,920.00
3	\$ 92,476.80
4	\$ 96,175.87
5	\$ 100,022.91
6	\$ 104,023.82
7	\$ 108,184.78
8	\$ 112,512.17
9	\$ 117,012.65
10	\$ 121,693.16
11	\$ 126,560.89
12	\$ 131,623.32

ACSA Membership

245 Days

\$200,000 Life Insurance

Medical, Dental, & Vision

Health and Welfare Cap - \$16,000.00

Field Experience Longevity of 2% at 15, 18, 21, 24, 27, 30 Years

Masters' Stipend - \$1,000.00/year

Doctorate Stipend - \$2,000.00/year

*Successful Completion of ACSA Personnel Academy Required

Degrees: 0.75% - Associates Degree (2 max), 1.5% - Bachelors Degree (2 max), 2.5% - Advanced Degree (2 max): Max 5% Total

Vacation for 12 month full-time employees: 15 days for 1-5 years of credited service in this district, 18 days for 6-10 years, 21 days for 11-15 years and 24 days for 16+ years.

Board Approved: *Pending*

UPPER LAKE UNIFIED SCHOOL DISTRICT

Classified Management - Unrepresented
2025-2026 Salary Schedule

Chief Business Official

STEP	ANNUAL
1	\$ 117,877
2	\$ 122,003
3	\$ 126,273
4	\$ 130,693
5	\$ 135,267
6	\$ 140,001
7	\$ 144,901
8	\$ 149,973
9	\$ 155,222
10	\$ 160,655
11	\$ 166,278
12	\$ 172,097

ACSA Membership

245 Days

\$200,000 Life Insurance

Medical, Dental, & Vision

Health and Welfare Cap - \$17,000.00

Field Experience Longevity of 3% at 15, 18, 21, 24, 27, 30 Years

Degrees: 0.75% - Associates Degree (2 max), 1.5% - Bachelors Degree (2 max), 2.5% - Advanced Degree (2 max): Max 5% Total

Vacation for 12 month full-time employees: 15 days for 1-5 years of credited service in this district, 18 days for 6-10 years, 21 days for 11-15 years and 24 days for 16+ years.

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